

Impact of training and development practices on leadership skills of middle managers: a comparative study is the title of this thesis. The objective of this research study was to show the relationship of training and development practices and improvement of leadership skills of middle managers of chosen organizations in comparison. To conduct this study, response was collected from the 60 middle managers of Pakistan International Airlines, Descon Engineering Limited, ICI/Akzonobel Chemicals, Pakistan Telecommunication Company Limited, Allied bank Limited and National Bank of Pakistan, working in Lahore, where an established HR department and training and development practices were prevailing.

To conduct the research both primary as well as secondary data was collected. The main focus of the research was on primary data, 6 informal interviews as well as questionnaires were used. Descriptive statistics techniques, graphs and bivariate correlation analysis by using SPSS were applied on the data collected through questionnaires and informal interviews.

The conclusion revealed from the study is that training and development practices improved the leadership skills of the employees as it built confidence of recognition and made middle managers clearer of their objectives and customs of work in their organization to lead their colleagues fairly and with full devotion. But the fluctuation in results of different organizations came because of execution patterns of training, corporate culture, globalized culture pressures, morale, and willingness of employees to learn. Therefore, both training as well as fair development practices are important for the improvement of leadership skills in middle managers.